

WEST LAFAYETTE POLICE MERIT COMMISSION MINUTES
August 13, 2012

The West Lafayette Police Merit Commission met in regular session in the Lower Level Conference Room of City Hall on August 13, 2012 at 7:00 pm.

Commission President Corrigan called the meeting to order and presided.

PRESENT: Commissioners Corrigan, No, Kirkpatrick, Troyer and Shafer.

ALSO PRESENT: Commission Attorney Brooks, Deputy Chief Leroux, Lt. Watson, Officer Brewer and Officer Miller.

APPROVAL OF MINUTES

Commissioner Kirkpatrick asked for approval of the minutes of the July 9, 2012 regular meeting. The motion was seconded by Commissioner Troyer. The motion was passed by unanimous voice vote.

OLD BUSINESS:

Commission President Corrigan called upon Deputy Chief Leroux to report the progress of the meetings that were held with Commissioner Shafer and Commissioner Kirkpatrick to review Article 2 – Rules and Regulations. Deputy Chief Leroux passed out paperwork to the Commission in regard to recommendations that had been discussed by the committee.

1. Under A, Application Process, Section 6, Initial Eligibility Requirements, the issue about "good moral character, as the committee discussed the wording and no one on the committee could define what "good moral character" was. As a group, the committee thought that that wording should be taken out of the application phase of the process. Commission Attorney Brooks suggested using that phrase later in the hiring process and be used as a definitive measure to removing someone from the process. Commissioner Troyer asked if Commission Attorney Brooks wanted to take out #1, and he replied "no" and that he would like to add language to #1, suggesting that applicants need to have "good moral character". Commission Attorney Brooks will add the language, and present it to the committee at a future meeting. Deputy Chief agreed that the term "good moral character" could be used as a definitive measure to removing someone from the process, and will let the commission decide how they would like to handle that. Commissioner Kirkpatrick made a point of order that this discussion

was just to let the Commission know what the committee had been discussing and wanted feedback from the commission at a later date.

2. Deputy Chief Leroux also discussed the aptitude testing and the scoring on the aptitude test. The police department felt that the testing scores were low in standards for our area for law enforcement. We currently are at an overall score of 70%. The committee discussed that quite a bit, and the committee wants to go with an individual score of 75, with an overall score of 85 to be passed on further in the hiring process. The committee would like the commission to consider that change for the hiring process. There was much discussion in regard to this change and how it would affect the overall process. WLPD would then be higher than the other police agencies in the area. The commission agreed with the committee's decision and Commission Attorney Brooks will write up the changes to be voted upon at a later date.
3. The committee wanted to clarify the order in which the hiring process is done. The change being the police interview board, the structure being changed to: Pre-Application, Physical Agility Testing, Written Aptitude Test, Full Application, Police Interview Board, Background and Polygraph then the Police Merit Commission interview. The police department would like to "weed out" potential candidate's before the polygraph is performed. Commission Attorney Brooks asked about the necessity of the Pre Application. Lt. Watson answered that question and discussed how the pre application could now be eliminated due to the scanning of documents. There was much discussion in regard to when an applicant failed to bring in the whole application and the phone calls that were made to applicants that didn't do such. It was also discussed that there should be a check list and when the potential applicant failed to follow the check list, he/she was not considered.
4. Deputy Chief Leroux recommended that a change be reflected when an applicant that does not receive an average score of 70 from the Police Review Board they be eliminated from further consideration and be removed from the process. It was discussed that Lt. Watson be the person to send an email to the Merit Commission letting them know that an applicant was eliminated.
5. Deputy Chief Leroux and the committee would like to see a change by adding a score to the background investigation part of the interview process. During the background investigation a thorough review is conducted and the police department will assign a score to the applicant based on that Criminal Background Check. The highest possible points for the criminal history section will be 60 points and the minimum acceptable score will be 20 points (current standard used). During the Merit Commission interviews the criminal background will be discussed by the commission and a final score will be placed on the applicant's score sheet.

6. Under the section Truth Verification Test, we need to change the title to Polygraph because that's the instrument we use now. We need to add something that reads, "in the event an applicant shows deception, or makes admissions that preclude them from employment the applicant shall not proceed any further in the application process." Deputy Chief spoke with the polygraph operator, Detective Eager, and he said that he would never say someone failed the polygraph test as it would then leave the liability on the operator and the test itself. Det. Eager did say that he would give us a test that says there's significant deception or there is deception in this area, and then that means the applicant is not being fully truthful, but it would not say fail, which is why we would like to have the previous statement so that the commission can see that this individual is not being fully truthful. There was discussion about having more than one officer from our department to conduct the polygraph testing. Deputy Chief said there were no plans to get someone else qualified at this time.
7. In Section F interview with the Commission, we need to reflect previous changes in (iv) to receive a score of 70 or higher by the Police Review Board. There was discussion about having the polygraph operator or an officer that participated in the interview process come to the commission meeting and speak in regard to applicant.

CHIEF'S REPORT

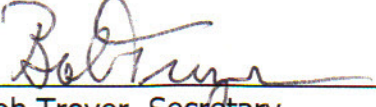
Deputy Chief Leroux passed out the Chief's Report. There was discussion about the fact that the Police Department is getting busier since the students are back. Calls were up slightly.

NEW BUSINESS

It was decided by Commission President that Commission Attorney will rewrite what was discussed and will send it out via email and at the next meeting we will discuss and finalize the new proposals and vote on it in October at the Merit Commission meeting.

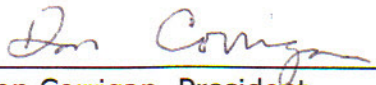
Commissioner Kirkpatrick moved that the meeting be adjourned and Commissioner No seconded it. It was passed by a unanimous voice vote.

The next meeting will be held on September 10, 2012 at 7:00 pm.



Bob Troyer, Secretary

Attest:



Don Corrigan, President